

Keynote and Workshop Topics

By Dr. Paul White

Improving Staff Morale Through Authentic Appreciation

Unfortunately, many workplaces today are characterized primarily by complaining, sarcasm, and an overall negativity. This leads to poor morale and increased frustration among employees and managers - and results in higher staff turnover and numerous negative behaviors. Fortunately, there are practical steps that can be taken to create a more positive work environment. Learning how to communicate authentic appreciation to colleagues (rather than "go through the motions" employee recognition) can make a huge difference - as attested by our clients (Microsoft, Miller Coors, Million Dollar Round Table, numerous hospitals, government agencies and over 500 colleges). This fast-paced, high energy humorous presentation will encourage you and give you the tools and resources to make a difference in your workplace.

The Multi-Generational Workplace - How to Build Respect & Trust Across Generations

Irritation is growing among managers, supervisors and employees: Millennials. Gen Xers. Boomers. All are frustrated in trying to understand and work with those from different generations. Why? What are the real issues? Three issues underlie most of the conflict: not feeling respected, lack of trust, differing views of what comprises a "good work ethic". Dr. White explores the underlying dynamics of the intergenerational tension, where they come from, and outlines practical steps to address them.

Practical Steps for Becoming a Positive, Vibrant Workplace

Virtually every leader and employee would like their workplace to become more positive, healthy and successful. But how does this happen? Dr. White, in his work with hundreds of organizations has identified the most common obstacles to becoming a vibrant workplace - where work gets done effectively and people enjoy their work. Discover what a "vibrant workplace" looks like practically, the most frequent challenges experienced is developing a positive work environment and the practical steps that each person (regardless of their position) can take to help their organization become a healthier, more energetic place work!

Aggravation or Adventure?

"Change" is a regular part of our everyday lives - both professionally and personally. In fact, the amount of change we experience often feels overwhelming. Having the tools to respond and adapt in healthy ways allows us to enjoy our lives more and experience more success in our daily life responsibilities. As learning expert, Dr. White has developed this process to be:

- Active and participatory, using multi-sensory modes of learning;
- Practical and useful in daily life;
- informative (but not "content overload")
- Fast-paced, high-energy, and fun!

How Authentic Appreciation Reduces Resistance to Change

Virtually every organization is facing the challenge of having to make numerous changes - due to advances in technology; changes in laws, rules and regulations; shifts in the marketplace with customers, vendors and competitors. At times, the amount of change managers, supervisors, and employees experience feels overwhelming. Unfortunately, most people's reactions to "change" is negative - complaining, defending, resisting. Fortunately, however, when employees have a foundation of feeling truly valued and appreciated for who they are and their contributions, their resistance to change diminishes. Learn how to communicate authentic appreciation to your team members and help the process of dealing with change go more smoothly and positively.